FORM NLRB-501 (3-21)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
	Date Filed	
02-CA-298060	6-23-22	

INSTRUCTIONS:

	which the alleged unfair labor practice occurred or is occur. OYER AGAINST WHOM CHARGE IS BROUGHT	urring.
a. Name of Employer	TERMONING I WHOM CHARGE IS BROOGHT	b. Tel. No.
Columbia University		(567) 225-0087
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code)	e. Employer Representative	a o mail
202 Low L brary, 535 W. 116 St.	Lee Bollinger	g. e-mail
	President of Columbia University	bollinger@columbia edu
NY New York 10027		h. Number of workers employed 152
i. Type of Establishment (factory, mine, wholesaler, etc.)	j. Identify principal product or service	•
The above-named employer has engaged in and is enga (list subsections) 1		ion 8(a), subsections (1) and or Relations Act, and these unfair labor
practices are practices affecting commerce within the me		-
meaning of the Act and the Postal Reorganization Act.		J
2. Basis of the Charge (set forth a clear and concise state	ement of the facts constituting the alleged unfair labor p	oractices)
See additional page		
1 3		
(b) (6), (b) (7)(C) party filing charge (if labor organization, g	give full name, including local name and number)	
4a. Address (Street and number, city, state, and ZIP cod	e)	4b. Tel. No.
		(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		4c. Cell No.
		4d. Fax No.
		4u. Fax No.
		4e. e-mail
		(b) (6), (b) (7)(C)
5. Full name of national or international labor organization	n of which it is an affiliate or constituent unit (to be filled	in when charge is filed by a labor organization)
6. DECL	ARATION	Tel. No.
are true to the heat of r	ove charge and that the statements ny knowledge and belief.	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		Office, if any, Cell No.
	(b) (6), (b) (7)(C)	For No
(signature of representative or person making charge)	(Print/type name and title or office, if any)	Fax No.
(b) (6), (b) (7)(C)		e-mail
Address	Date 06/19/2022 10:52:30 AM	(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(a)(1)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) engaged in protected concerted activities by, inter alia, discussing wages, hours, or other terms and conditions of employment and in order to

discourage employees from engaging in protected concerted activities.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Employee"s google workspace disabled	®(®(®)® <mark>(</mark> 2022
(b) (6), (b) (7)(C)	Employee placed on probation	^{(0) (6) (0) (7)} 2022

8(a)(1)

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining work rules that prevent or discourage employees from engaging in protected concerted activities

oncerted activities.
Vork Rule
Overbroad - Insubordination
Overbroad - Confidentiality
Overbroad - Activities threatening residents
Overbroad - Role modeling behavior
Overbroad - Media-worker relations



REGION 2 26 Federal Plz Ste 3614 New York, NY 10278-3699 Agency Website: www.nlrb.gov Telephone: (212)264-0300 Fax: (212)264-2450 Download NLRB Mobile App

Columbia University Attn: Lee Bollinger, President of Columbia University 202 Low Library, 535 W. 116 St. New York, NY 10027

Re: Columbia University
Case No. 02-CA-298060

Dear Mr. Bollinger:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney TANYA KHAN whose telephone number is (212)776-8620. If this Board agent is not available, you may contact Supervisory Field Attorney KAREN M. NEWMAN whose telephone number is (212)776-8631.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

<u>Presentation of Your Evidence</u>: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board

agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Correspondence:</u> All documents submitted to the Region regarding your case MUST be filed through the Agency's website, <u>www.nlrb.gov</u>. This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlrb.gov or from an NLRB office upon your request. NLRB Form 4541, Investigative Procedures offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

JOHN J. WALSH, JR. Regional Director

flf. mills.

Enclosures:

- 1. Copy of Charge
- 2. Commerce Questionnaire

FORM NLRB-5081 NATIONAL LABOR RELATIONS BOARD (3-11)				
QUESTIONNAIRE ON COMMERCE INFORMATION				
Please read carefully, answer all applicable items, and re	turn to the NLRB Office. If addition	nal space is required, please add a pa	ge and identify item number.	
CASE NAME			CASE NUMBER	
			02-CA-298060	
1. EXACT LEGAL TITLE OF ENTITY (As filed w	ith State and/or stated in legal	documents forming entity)		
2. TYPE OF ENTITY				
[] CORPORATION [] LLC [] LLP [PARTNERSHIP [] SOLI	E PROPRIETORSHIP [] OTHI	ER (Specify)	
3. IF A CORPORATION or LLC				
A. STATE OF INCORPORATION OR FORMATION	B. NAME, ADDRESS, AND	RELATIONSHIP (e.g. parent, subsid	diary) OF ALL RELATED E	NTITIES
OKTORWATION				
4. IF AN LLC OR ANY TYPE OF PARTNERSHI	P, FULL NAME AND ADDRI	SS OF ALL MEMBERS OR PAR	INERS	
5. IF A SOLE PROPRIETORSHIP, FULL NAME	AND ADDRESS OF PROPRI	ETOR		
J. II A SOLL I ROTAL TORONI, I CLE MANIE	ALLO ADDICESS OF TROTAL	LIOR		
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U. BRIEFET DESCRIBE THE NATURE OF TOO	ROI ERATIONS (1 roducts no	marea or managacturea, or nature of	services perjormeny.	
7A. PRINCIPAL LOCATION:	7B. BRANC	H LOCATIONS:		
8. NUMBER OF PEOPLE PRESENTLY EMPLO	VED			
		OF VED IN THIS MATTED.		
A. TOTAL: B. AT THE ADDRESS INVOLVED IN THIS MATTER:				
	nonviata havit [] CALENDAR	I 112 MONTHS on [1 FISC.	AT VEAR /FV DATEC	
9. DURING THE MOST RECENT (Check the app.	ropriate box): [] CALENDAF	R [] 12 MONTHS or [] FISC.	AL YEAR (FY DATES YES	NO NO
Did you provide services valued in excess of \$50,0			YES	NO NO
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PRIVACY ACT STATEMENT

E-MAIL ADDRESS

DATE

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

SIGNATURE

NAME AND TITLE (Type or Print)

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

UNITED STATES OF AMERICA

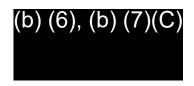
BEFORE THE NATIONAL LABOR RELATIONS BOARD

COLUMBIA UNIVERSITY		
Charged Party		
and	Case 02-CA-298060	
(b) (6), (b) (7)(C)		
Charging Party		
AFFIDAVIT OF SERVICE OF CHARGE AGA	AINST EMPLOYER	
I, D. Mahr the undersigned employee of the National Labor Relations Board, state under oath that on June 23, 2022, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:		
Lee Bollinger, President of Columbia University Columbia University 202 Low Library, 535 W. 116 St. New York, NY 10027		
June 23, 2022		
	D. Mahr, Designated Agent of NLRB	
Date	Name	
	/s/ D. Mahr	
	Signature	



REGION 2 26 Federal Plz Ste 3614 New York, NY 10278-3699 Agency Website: www.nlrb.gov Telephone: (212)264-0300 Fax: (212)264-2450 Download NLRB Mobile App

June 23, 2022



Re: Columbia University
Case No. 02-CA-298060

Dear (b) (6), (b) (7)(C):

The charge that you filed in this case on June 23, 2022 has been docketed as case number 02-CA-298060. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

<u>Investigator</u>: This charge is being investigated by Field Attorney TANYA KHAN whose telephone number is (212)776-8620. If this Board agent is not available, you may contact Supervisory Field Attorney KAREN M. NEWMAN whose telephone number is (212)776-8631.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to

take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

JOHN J. WALSH, JR.

Regional Director

UNITED STATES OF AMERICA

NATIONAL LABOR RELATIONS BOARD

FIRST AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE		
Case	Date Filed	
02-CA-298060	7-21-22	

INSTRUCTIONS:

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

a. Name of Employer Columbia University		b. Tel. No.
		c. Cell No.
d. Address (street, city, state ZIP code) 202 Low Library 525 W. 116th Street New York, NY 10027 e. Employer Representative Lee Bollinger, President		f. Fax No.
		g. e-Mail bollinger@columbia.edu
		h. Dispute Location (City and State) New York, NY
Type of Establishment (factory, nursing home, hotel)	j. Principal Product or Service	k. Number of workers at dispute location
Education	Higher Education	152

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

- I. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.
- 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
 On or about 2022, the Employer disciplined or retaliated against (b) (6), (b) (7)(C) because they engaged in protected concerted in order to discourage employees from engaging in protected concerted activities by placing them on probation.

On or about [b] (6), (7) (6), (7) (7) because they engaged in protected concerted in order to discourage employees from engaging in protected concerted activities by disabling their Google workspace.

Within the previous six-months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by maintaining the following work rules that prevent or discourage employees from engaging in protected concerted activities: Insubordination, Confidentiality, Activities threatening residents, Role modeling behavior, and Mediaworker relations

Within the previous six months, the Employer has interfered with, restrained, and coerced its employees in the exercise of rights protected by Section 7 of the Act by classifying Resident Advisors as independent contractors in order to discourage employees from engaging in protected concerted activities.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a, Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization organization)	of which it is an affiliate or constituent unit	(to be filled in when charge is filed by a labor
6. DECLARATION (b) (6), (b) (7)(C) charge and that the second sec	the statements are true to the best of	Tel. No. (b) (6), (b) (7)(C)
	(b) (6), (b) (7)(C)	Office, if any, Cell No.
making charge)	Print Name and Title	Fax No.
Address (b) (6), (b) $(7)(C)$	Date: 7-21-2022	e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.





REGION 2

Agency Website: www.nlrb.gov Telephone:

Fax:

Download NLRB Mobile App

July 22, 2022

Columbia University Attn: Lee Bollinger, President of Columbia University 202 Low Library, 535 W. 116 St. New York, NY 10027

Re: Columbia University
Case No. 02-CA-298060

Dear Mr. Bollinger:

Enclosed is a copy of the first amended charge that has been filed in this case.

<u>Investigator</u>: This charge is being investigated by Field Attorney TANYA KHAN whose telephone number is (212)776-8620. If the agent is not available, you may contact Supervisory Field Attorney KAREN M. NEWMAN whose telephone number is (212)776-8631.

<u>Presentation of Your Evidence</u>: As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

<u>Procedures:</u> Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site (www.nlrb.gov). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. Failure to

comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

Olga Torres

Olga Torres Acting Regional Director

Enclosure: Copy of first amended charge

cc: Steven J. Porzio, ESQ.
Proskauer Rose LLP
Eleven Times Square
New York, NY 10036-6600

UNITED STATES OF AMERICA

BEFORE THE NATIONAL LABOR RELATIONS BOARD

COLUMBIA UNIVERSITY	
COLUMBIA UNIVERSITI	
Charged Party	
and	Case 02-CA-298060
(b) (6), (b) (7)(C)	
Charging Party	
AFFIDAVIT OF SERVICE OF FIRST AMENDED	CHARGE AGAINST EMPLOYER
I, D. Mahr the undersigned employee of the National say that on July 22, 2022, I served the above-entitle following persons, addressed to them at the following says that the following says are says to the says that the says th	ed document(s) by regular mail upon the
Lee Bollinger, President of Columbia University Columbia University 202 Low Library, 535 W. 116 St. New York, NY 10027	
Steven J. Porzio, ESQ. Proskauer Rose LLP Eleven Times Square New York, NY 10036-6600	
July 22, 2022	D. Mahr, Designated Agent of NLRB
Date	Name
	/s/ D. Mahr
	Signature



REGION 2

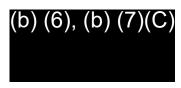


Mobile App

Agency Website: www.nlrb.gov Telephone:

Fax:

July 22, 2022



Re: Columbia University
Case No. 02-CA-298060

Dear (b) (6), (b) (7)(C)

We have docketed the first amended charge that you filed in this case.

<u>Investigator</u>: This charge is being investigated by Field Attorney TANYA KHAN whose telephone number is (212)776-8620. If the agent is not available, you may contact Supervisory Field Attorney KAREN M. NEWMAN whose telephone number is (212)776-8631.

<u>Presentation of Your Evidence</u>: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

<u>Preservation of all Potential Evidence:</u> Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

<u>Prohibition on Recording Affidavit Interviews:</u> It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

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If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

Olga Torres

Olga Torres Acting Regional Director